

**FMCS****FEDERAL MEDIATION &
CONCILIATION SERVICE**

SPEAKER'S BIO



ANNIE M. RUTSKY

**COMMISSIONER
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Since 2015, FMCS Commissioner Annie Rutsky has been providing mediation services to labor and management clients in northeastern New York, central and southern Vermont, and western Massachusetts.

Ms. Rutsky's professional areas of interest include labor-management relationship transformation, alternative bargaining models, and the neuroscience of conflict. Her client base spans several industries including education, health care, manufacturing, construction, emergency responders, service industries, and transportation. She also provides mediation and training services to federal agencies and Vermont state and municipal agencies. Recent mediated settlements include: the State of Vermont Corrections, Managerial and Non-Managerial/VSEA- multiple Vermont city and town police and fire; numerous school Districts and VTNEA locals; UVM Medical Center and the Vermont Federation of Nursing and Health Professionals; Asplundh and IBEW 300; Agrimark and IBT; Brattleboro Memorial Hospital and AFT; Berkshire Medical Center and the Massachusetts Nurses Association; Albany Airport and SMART; and numerous federal and private sector grievance and employment mediations.

Ms. Rutsky holds a B.A. from Regis College in Weston, MA and an M.A. in English Languages and Literatures from the State University of New York at Albany where she was a CWA 1188 steward. She later worked as the Local's Statewide Organizing Coordinator. While teaching at Albany area colleges and universities from 1992 to 2009, Annie taught more than 10,000 students in 30 course content areas. She also served on curriculum development and review committees, advised students, was a lead instructor in study abroad programs, and coordinated department accreditation, student retention and student engagement task forces. She was also a member of and frequent conference presenter with the Conference on College Composition and Communication, the National Council of Teachers of English, and the Northeast Women's Studies Association. Annie is a graduate of Cornell's ILR Collective Bargaining Studies for Professionals Program.

In 2008, Annie retired from higher education and became a contract negotiator for the New York State Nurses Association-NYSNA. In addition to providing representational work and serving as chief negotiator for over 40 bargaining units, she played a lead role in administering NYSNA's Steward Training Program throughout the state of New York. Annie also served as the USW Capital District grievance chair of the NYSNA staff bargaining unit.

Though born and raised in New England, Annie has lived in the Albany area for over 30 years. Her hobbies include knitting, writing poetry, walking in the woods, and canoeing and fishing in the Adirondacks and Green Mountains. Annie and her husband James, a photographer, reside in Latham, NY.